

WELCOME

From the Chair, Ben Williams

Welcome to this month's update from the ABP.

It's been a busy period for the association ahead of our much anticipated 2020 virtual conference. The event is set to span ten days, delivering incisive and topical discussion, renowned and acclaimed speakers and a wealth of networking opportunities. I hope that you can join us online from October 5th - 16th. We understand how busy the working week can get, which is why we have offered a flexible programme of morning and afternoon sessions plus evening reruns so you don't have to miss a moment!



We're also celebrating our 20th year, and moving forward we are on the hunt for a new Chair to help us continue to deliver exceptional value and resources whilst championing business psychology. If you're interested in this opportunity there are more details in this newsletter and on our website.

We have a host of fabulous speaker events coming up and are continuing to look for ways to further enrich our programme, so again, do get in touch if you feel you could contribute to our calendar. We're always excited to deliver fresh new perspectives in these challenging times.

Finally, the association would like to extend its gratitude for your ongoing support and contributions. Please feel free to contact us with any feedback or ideas about

how we can continue to support you and your business. Your thoughts are extremely valuable to us.

Stay safe, positive and well.

Ben



ABP NexGen

The NexGen blog team released its latest blog post earlier this month titled “Does Personality moderate Employee Engagement and Professional Isolation in the Remote Workforce?” from Shaun Biggs & Dr Simon Toms. If you haven’t seen it yet you can access it [here](#).

We are always looking to showcase the work of our student and early-talent members so if you would be interesting in writing a blog for NexGen please contact [here](#)

Birkbeck University Accreditation

We are pleased to announce that the ABP have accredited their first MSc Coaching Psychology with Birkbeck University. Birkbeck have developed an outstanding programme which will provide experienced managers with theory, models and practice in executive coaching, and develop the aspirations of their students on this programme to become leaders in their field.

Dr Susan Kahn CPsychol, Programme Director quoted “Birkbeck's Organisational Psychology Department is delighted to further build our alliance with the Association of Business Psychologists. The newly launched MSc Coaching Psychology has been accredited by the ABP; building a community of coaching psychologists with the highest educational standards and training.

Coaching is a broad discipline and our programme encompasses comprehensive psychological enquiry and ensures our coaching psychology graduates are

academically and practically qualified to the highest standards. Accreditation and membership of the ABP will offer many further opportunities for continued professional development.”

Chair Recruitment

In this year of our 20th Anniversary, The Association of Business Psychology is seeking a new Chair to take our Association forward; working with the ABP Board to helping us remain the Home and Voice of Business Psychology. The Chair’s role is to act as a figurehead and facilitator; to help set strategy and realise its implementation for the benefit of our members.

Some of the tasks that will be required of the Chair include:

- Facilitating Board Meetings and Strategy Days: jointly agreeing an agenda and then managing the meetings through to tangible, measurable outcomes.
- Reviewing the Agenda and accompanying slides for each Board Meeting that will be prepared by the Head of Operations & Projects.
- Speaking to Board Members to help set quarterly objectives and to help overcome blockers to progress.
- Responding to issues that could bring the Association into disrepute.
- Reviewing the service provided by our Association Management organisation, CJAM.
- Reviewing the budget alongside the Treasurer and giving input into decisions about where to spend, where to cut and where to invest efforts in order to secure the ABP’s financial future.

Click here to read [more](#).



ABP Virtual Conference 2020: buy your ticket now!

Join us for 10 days of live keynote sessions, virtual Q&As, and presentations of the ABP Workforce Excellence Awards.

Hear from thought leaders including Dr Nancy Doyle, Sir Cary Cooper CBE, and Barry Schwartz on the biggest topics in business psychology. We're also celebrating the ABP's 20th anniversary with a very special registration offer for ABP members - make sure to log in to get your ticket!

Buy your tickets here!



Event Report – Culture Shift: Identifying and delivering employee led best practice, Sarah Clarke

“While much is written and discussed about the importance of good leadership, culture is about what we see, what we say, and the most difficult to address, what we believe, as defined by underlying assumptions. Challenging these assumptions requires a seismic shift, requiring not just innovation, which is about implementation, but understanding the science of human behaviour to adapt the way we think and understand the assumptions we make.” – Sarah Clarke

Read the full report [here](#):



Event Report - Routes to diversity and inclusion for early talent, Phil Wilson

The issue of diversity and inclusion has rarely had a higher profile than over the last few months. Employers have a duty to reflect the prevailing concerns, most prominently in recent months against the background of Black Lives Matter. The pace of organisational change is accelerating in terms of general attitudes and what constitutes acceptable behaviour and the changing landscape accentuates awareness of actual and perceived injustices white privilege and white fragility and other themes. Such as what constitutes being anti-racist versus the more passive quality of not being racist.

Civil Service recruitment is forever in the spotlight, with a continuing focus on real and immediate priorities such as Brexit and Covid-19. It is driven by identifying and developing pioneering approaches. Specifically to early talent engagement that has received respect from the recruiter and student communities. Including CSFS being awarded No1 spot in The Times Top 100 Graduate Employer listing, no small achievement in the context of competition from virtually all major employers, across all sectors.

How has this coveted position been won? Read more [here](#).

Speaker Events

We have a series of exciting speaker events coming up. You can find the full details of these on our website and booking details below. Remember to keep an eye on our social channels for updates and new additions.

September 8th, 17:00 - Applying the Big 5 and Emotional

Intelligence to Improving Workplace Cultures with Dan Hill

Dan Hill joins us from Minnesota to deliver a talk about applying the 'Big 5'. Through his work in research with the world's leading commercial organisations, Dan is well placed to discuss the role of Emotional Intelligence in change management through a productive workplace culture and how this relates to best practice in the development of leadership styles.



This will be a practical case study filled presentation which will bring to life the issue of the importance of culture and what can be done to achieve improved leader engagement to enhance the effectiveness and performance of organisations.

[Book here.](#)

September 15th 18:00 - From Shakespeare to Gogglebox – challenging the concept of progress in the use of psychometric questionnaires with Roy Childs

All Business Psychologists will be aware of the limitations of self-report questionnaires. However, we are also well aware that they can be mis-used – and one of the most common misuses is assuming that they do more than they can (such as using them as proxies for ability). Perhaps the answer is not just 'better training' since even Test User Ability and Personality qualified people can be guilty when operating under commercial pressures.



In this talk Roy will argue that there are problems at a more fundamental level. He will describe how he believes our concept of personality is unclear, how the concept of values, so fundamental to the glue of the organisation, is not only misrepresented but also ignored and how the psychometric model is not always fit for purpose. He will also describe ways in which to address these issues and present a model that provides a way to go beyond the psychometric and integrate the many strands.

[Book here.](#)

September 29th 18:00 - Branding your career: SatNav for Life? with Richard Ferguson

Most of us think about the brand of the organisations which we work for. However, how many of us if we were honest with ourselves do any serious work on our own personal brands?

We have all written CVs: however, have we thought about applying the concept of Creativity (anchored by strategy) applied to increasing personal brand value? Starting to be creative about oneself and rebundling life's successes and packaging them in a brand new shop window can produce astonishing returns both in terms of sharper focus and an energetic approach to career fulfilment.

This session will explore in a practical and insightful way, some of the tools and ideas that you could use to build greater clarity about your world of work and ensure that you continue to be fulfilled.

[Book here.](#)



October 20th 18:00 - Using Coaching to Identify Best Practice in Resilience, Dr. Jodi O'Dell

Individuals and organisations need to build resilience, addressing an exponential rise in mental health problems and related workplace issues such as absenteeism. And intervention needs to demonstrate impact in a shorter timeframe and at reduced costs. Using examples, this session will review how to drive resilience by developing a growth mindset using practical examples.



Manchester based, Jodi O'Dell is the founder and driving force behind the Engage product set. Her passion lies in understanding what enables successful development. She has over twenty years international consulting experience. Jodi

is an Occupational Psychologist and has a PhD in Coaching Psychology. She has been researching and developing the Engage toolset since 2006.

[Book here.](#)

Training

We have two excellent training opportunities open to members:

Certificate in Practical People Assessment (Webinar Series, 8 workshops) from the 7th September

The Certificate in Practical People Assessment comprises of a series of live online webinars that teach delegates practical skills in the design and use of psychological assessments at work. Run by Ben Williams, Managing Director of Sten10 Ltd in conjunction with the Association for Business Psychology; the programme is perfect for current or freshly qualified Occupational Psychology students who wish to make the leap from academic theory to actual practice.

More experienced practitioners who wish to 'round out' their knowledge will also benefit. As well as the webinars themselves, ABP Member delegates get access to a private LinkedIn group to discuss questions that arise and share challenges and successes with their cohort. All sessions are recorded and slides circulated in case you miss one.

[Find out more.](#)

Career Compass – How to Develop Your Career by Navigating Your Organisation and Industry, September 10th 2020

This free webinar is available to members and is hosted by Antoinette Oglethorpe. This event is suitable for early careers as well as those exploring opportunities for change or accelerating their current careers. It will be an interactive session with hands-on activities not to be missed.

We will cover:

- What “Taking Control of Your Career” means and why it’s important.
- Your Starting Point. Understanding Yourself and What You Want.
- Now what? Strategies for shaping and accelerating your career.

[Book now.](#)

Volunteering Jobs Board

Video Editor

The ABP is looking for a volunteer to support with video editing over the next couple of months. We’d love to hear from anyone willing to give up a few hours per week to turn a variety of recorded Zoom meetings into some impactful broadcastable short videos. You’ll work with other ABP volunteers and Board members to understand the vision, create storyboards, and use your editing skills to create great products. We’re agnostic about which software is used – whatever you have and know how to use! The ABP is a not-for-profit charity and volunteers are unpaid, but we can offer the opportunity to:

- apply your skills in a friendly, inclusive environment.
- improve your portfolio and broaden your experience.
- work with a wide range of stakeholders.
- make a difference to a not-for-profit association committed to promoting professional excellence and a community of practice in business psychology.

If you’re able to start immediately, and would like to find out more, please contact admin@theabp.org.uk with your CV and a brief outline of your relevant experience and skills.

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Peershaws, Berewyk Hall Court, White Colne, CO6 2QB - Company Number: 01253826